

AMENDED IN SENATE APRIL 23, 2014

SENATE BILL

No. 1060

Introduced by Senator Liu

February 18, 2014

An act to amend Section 44277 of the Education Code, relating to school employees.

LEGISLATIVE COUNSEL'S DIGEST

SB 1060, as amended, Liu. School employees: professional growth.

Existing law requires the Commission on Teacher Credentialing to establish standards and procedures for the issuance and renewal of teaching credentials. Existing law expresses the Legislature's intent to encourage teachers to engage in an individual program of professional growth that extends a teacher's content knowledge and teaching skills. Existing law provides that an individualized program of professional growth may consist of specified activities and courses.

~~This bill, contingent upon the appropriation of funds for these purposes, would require school districts, county offices of education, charter schools, and the state special schools to provide programs of professional growth for teachers, administrators, and paraprofessional educators or other classified employees involved in the direct instruction of pupils that are aligned with academic content standards, as specified. By imposing additional duties on local educational agencies, the bill would impose a state-mandated local program.~~

~~The California Constitution requires the state to reimburse local agencies and school districts for certain costs mandated by the state. Statutory provisions establish procedures for making that reimbursement.~~

~~This bill would provide that, if the Commission on State Mandates determines that the bill contains costs mandated by the state,~~

reimbursement for those costs shall be made pursuant to these statutory provisions.

This bill would require a local educational agency, as defined, that offers a program of professional growth for teachers, administrators, paraprofessional educators, or other classified employees involved in the direct instruction of pupils, to consider high quality professional development that meets a specified list of criteria, including, among other things, that it has clearly defined outcomes and has a direct tie to pupil needs. The bill would also specify that professional development activities may also include collaboration time for teachers to develop new instructional lessons or analyze pupil data, mentoring projects for new teachers, or extra support for teachers to improve practice.

Vote: majority. Appropriation: no. Fiscal committee: ~~yes~~-no.
State-mandated local program: ~~yes~~-no.

The people of the State of California do enact as follows:

1 SECTION 1. Section 44277 of the Education Code is amended
2 to read:
3 44277. (a) The Legislature recognizes that effective
4 professional growth must continue to occur throughout the careers
5 of all teachers, in order that teachers remain informed of changes
6 in pedagogy, subject matter, and pupil needs. In enacting this
7 section, it is the intent of the Legislature to encourage teachers to
8 engage in an individual program of professional growth that
9 extends their content knowledge and teaching skills and for school
10 districts to establish professional growth programs that give
11 individual teachers a wide range of options to pursue as well as
12 significant roles in determining the course of their professional
13 growth.
14 (b) An individual program of professional growth may consist
15 of activities that are aligned with the California Standards for the
16 Teaching Profession that contribute to competence, performance,
17 or effectiveness in the profession of education and the classroom
18 assignments of the teacher. Acceptable activities may include,
19 among other acceptable activities, the completion of courses offered
20 by regionally accredited colleges and universities, including
21 instructor-led interactive courses delivered through online
22 technologies; participation in professional conferences, workshops,
23 teacher center programs, staff development programs, or a

1 California Reading Professional Development Program operated
2 pursuant to Article 2 (commencing with Section 99220) of Chapter
3 5 of Part 65; service as a mentor teacher; participation in school
4 curriculum development projects; participation in systematic
5 programs of observation and analysis of teaching; service in a
6 leadership role in a professional organization; and participation in
7 educational research or innovation efforts. Employing agencies
8 and the bargaining agents of employees may negotiate to agree on
9 the terms of programs of professional growth within their
10 jurisdictions, provided that the agreements shall be consistent with
11 this section.

12 (c) An individual program of professional growth may include
13 a basic course in cardiopulmonary resuscitation, which includes
14 training in the subdiaphragmatic abdominal thrust (also known as
15 the “Heimlich maneuver”) and meets or exceeds the standards
16 established by the American Heart Association or the American
17 Red Cross for courses in that subject or minimum standards for
18 training programs established by the Emergency Medical Services
19 Authority. An individual program of professional growth may also
20 include a course in first aid that meets or exceeds the standards
21 established by the American Red Cross for courses in that subject
22 or minimum standards for training programs established by the
23 Emergency Medical Services Authority.

24 ~~(d) Contingent upon the appropriation of funds for this purpose~~
25 ~~in the annual Budget Act or another statute, school districts, county~~
26 ~~offices of education, charter schools, and the state special schools~~
27 ~~shall provide programs of professional growth for teachers,~~
28 ~~administrators, paraprofessional educators, or other classified~~
29 ~~employees involved in the direct instruction of pupils that are~~
30 ~~aligned with the academic content standards adopted pursuant to~~
31 ~~Sections 60605.8, 60605.11, 60605.85, as that section read on June~~
32 ~~30 2014, and 60811.3, as that section read on June 30, 2013.~~
33 ~~Completion of an individual program of professional growth, as~~
34 ~~prescribed in this subdivision, shall be determined by the~~
35 ~~commission and aligned with the California Standards for the~~
36 ~~Teaching Profession.~~

37 *(d) (1) If a local educational agency offers a program of*
38 *professional growth for teachers, administrators, paraprofessional*
39 *educators, or other classified employees involved in the direct*
40 *instruction of pupils, the local educational agency shall consider*

- 1 *high quality professional development that meets all of the*
2 *following criteria:*
- 3 (A) *Helps attract, grow, and retain effective educators.*
4 (B) *Is a part of every educator's experience in order to*
5 *accelerate instructional improvement and support pupil*
6 *achievement.*
7 (C) *Has clearly defined outcomes, and is directly tied to pupil*
8 *needs.*
9 (D) *Emphasizes the importance of meeting the needs of all*
10 *pupils.*
11 (E) *Is research-based and evaluated for how effectively the*
12 *professional development addresses pupil learning opportunities.*
13 (F) *Is grounded in a clearly articulated description of effective*
14 *teaching, and is aligned to specific standards.*
15 (G) *Is part of and supports a meaningful evaluation and*
16 *accountability system.*
17 (H) *Affords educators opportunities to engage with others to*
18 *develop their craft.*
19 (I) *Ensures educators have adequate time to learn about,*
20 *practice, reflect, adjust, critique, and share what educators need*
21 *to ensure that all pupils, especially high-needs pupils, develop*
22 *dispositions, knowledge, and skills that will help the pupils to be*
23 *successful.*
24 (J) *Recognizes and leverages expert teacher or leader skills.*
25 (K) *Attends to collective growth needs as well as educators'*
26 *individual growth needs.*
27 (L) *Contributes to a positive, collaborative, and supportive*
28 *adult learning environment that holds professionals accountable*
29 *for quality standards of practice, and a collaborative effort to*
30 *productively solve problems.*
31 (M) *Contributes to cycles of improvement focused on mastery.*
32 (N) *Is supported by or directly contributes to high-quality*
33 *resources, such as instructional materials, frameworks, units,*
34 *lessons, activities, assessments, learning manipulatives, and models*
35 *of intended outcomes.*
36 (O) *Is not limited to a single instance, but supports educators*
37 *through multiple iterations or engagements.*
38 (P) *Contributes to developing a coherent set of efforts rather*
39 *than unproductive competing efforts that may overwhelm and*
40 *frustrate educators.*

1 (2) *Professional development activities may also include*
2 *collaboration time for teachers to develop new instructional lessons*
3 *or analyze pupil data, mentoring projects for new teachers, or*
4 *extra support for teachers to improve practice. Appropriate*
5 *professional development may be part of a coherent plan that*
6 *combines school activities within the school, including, but not*
7 *limited to, lesson study or coteaching, and external learning*
8 *opportunities that meet all of the following criteria:*

9 (A) *Are related to the academic subjects taught.*

10 (B) *Provide time to meet and work with other teachers.*

11 (C) *Support instruction and pupil learning to improve instruction*
12 *in a manner that is consistent with academic content standards.*

13 (D) *Include an average of 40 hours per teacher per year.*

14 (e) *For purposes of this section, “local educational agency”*
15 *means a school district, county office of education, or charter*
16 *school.*

17 ~~SEC. 2. If the Commission on State Mandates determines that~~
18 ~~this act contains costs mandated by the state, reimbursement to~~
19 ~~local agencies and school districts for those costs shall be made~~
20 ~~pursuant to Part 7 (commencing with Section 17500) of Division~~
21 ~~4 of Title 2 of the Government Code.~~